



**Town of Stow
HIGHWAY DEPARTMENT**

88 South Acton Road
Stow, Massachusetts 01775
(978) 897-8071
FAX (978) 897-5682

**JOB POSTING-HIGHWAY
PER-DIEM CDL SNOWPLOW DRIVER**

The Town of Stow Highway Department is seeking qualified candidates for per-diem CDL Plowing Positions.

Must possess a High School diploma and a CDL Class B driver's license or better. Experience in or general knowledge of snow plowing preferred. Individual must be available to work during any call out for any winter weather (including nights, weekends, and holidays) for assistance with plowing, sanding, and other forms of snow/ice control.

The position pays \$27.85 per hour with no additional benefits.

A full job description and application available: on the town website or at the Stow Highway Department, 88 South Acton Rd., Stow, MA or highway@stow-ma.gov.

Applications available and accepted at the Town Building, 380 Great Rd. Stow, MA or by email to the Assistant Town Manager/Human Resources Director at careers@stow-ma.gov.

Applications accepted until filled.

Date Posted: October 1, 2021

**HIGHWAY
PER DIEM CDL SNOWPLOW DRIVER**

DEFINITION

The purpose of the position is to respond in a timely manner to snow/ice events and assist in completing safe snow removal by plowing and clearing snow and ice from town roadways.

ESSENTIAL FUNCTIONS

The essential functions or duties listed below are intended only as illustrations of the various type of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.

- Drives and operates assigned equipment in accordance with all applicable regulations and safety practices.
- Operates heavy and light equipment of high complexity, trucks, and attachments, ensuring roads are safely plowed.
- Operates vehicles providing roadway snow removal and sanding on assigned routes in town.
- Responds to snow emergencies to shovel and remove snow and ice from walkways steps and pavements; assists equipment operators in plowing, sanding and/or salting operations.
- May shovel snow to keep highway building/facility clear.
- Inspects equipment on regularly scheduled basis
- Able to work independently with minimal supervision.
- Reports all incidents involving equipment functioning to Supervisor(s).
- Performs all related job duties as assigned.

SUPERVISION RECEIVED

Under general supervision. The supervisor provides additional, specific instruction for new, different, or unusual route assignments, including suggested work methods. The employee refers unusual situations to the supervisor for advice and further instructions.

JUDGMENT

The work is well defined or has detailed rules, instructions, and procedures. Judgment involves choosing the appropriate practices, procedures, regulations, or guidelines to apply in each case.

NATURE AND PURPOSE OF CONTACTS

Relationships are primarily with co-workers incidental to the purpose of the work. Ordinary courtesy and tact are required. Contacts with the public may be required on an occasional basis.

EDUCATION AND EXPERIENCE

High School diploma or equivalent, and one year of plowing/sanding is a plus. Or any equivalent combination of education and experience. Must possess a valid Massachusetts C.D.L. Class B license.

KNOWLEDGE, ABILITY, AND SKILLS

Knowledge: Working knowledge of roadway snow and ice operations. Knowledge of plow and

sanding vehicles safety.

Ability: Ability to perform duties under varying weather conditions. Ability to follow detailed oral and written instructions given by supervisor. Ability to communicate effectively verbally with supervisor. Ability to follow proper methods, procedures, and safety precautions. Ability to receive and carry out direction in a professional and expeditious manner. Ability to maintain good relations with co-workers, Town employees and members of the public. Ability to read maps and similar documents.

Skill: Skill in operating above-mentioned equipment.

WORK ENVIRONMENT

The work is conducted in shop conditions, vehicle and outdoors. The duties may involve exposure to noise, odors, chemical fumes, dust, smoke, heat, cold, oil, dirt, or grease. Work may be continually performed outdoors, regardless of weather conditions

PHYSICAL, MOTOR, AND VISUAL SKILLS

Physical Skills

Work requires moderate endurance and effort to operate equipment and machinery such as snowplow, dump truck, tractor, front end loader, snow blower, shovel, and common power tools. Prolonged sitting while operating vehicles and typically combination of climbing and balancing, stooping, kneeling, crouching, crawling, lifting, carrying, pushing, and pulling.

Motor Skills

The work involves assignments requiring application of hand and eye coordination with finger dexterity and motor coordination.

Visual Skills

Visual demands require routinely reading documents for general understanding and analytical purposes. Reading maps, plans and constructions documents required.